



# What Can I Do?

## AN EMPLOYER CHECKLIST

**What Can I Do? An Employer Checklist** helps you consider the ways you can provide support to the person who works in your home. Fill this form out *before* having a conversation with your employee about what types of support they may need and what types of support you're willing to offer (and read our [conversation tip sheet](#) first!)

This is a moment of uncertainty for domestic workers (and their communities) who are being targeted by this administration for their race, religion, gender identity, immigration or refugee status, and/or ability. You can play an important role in making your employee feel welcome, respected, and as safe as possible in your home.

If you are not a care consumer or domestic employer, you can still use this checklist to identify ways you can offer support to friends and neighbors who are being targeted right now.

*Note: We know not everyone can provide the same level of support—that's ok. Use the checklist to decide what you can do now—and as conditions change or new policies emerge, come back and see if anything has changed. We challenge all of us to go beyond our comfort zones in this time of extended crisis.*

### I am able and will do the following for my employee (or friend/neighbor):

- Keep a copy of updated contact information for family members and/or other emergency contacts
- Contact employee's family and/or emergency contacts if needed
- Act as an emergency contact myself
- Pick up their children from school or another location (and add your name to the school's emergency contact list)
- Help identify or secure an attorney or legal help as needed (this includes but isn't limited to immigration/ asylum, family, and estate planning lawyers)
- Contact employee's attorney(s) if/as needed
- Print and help fill out a Family Plan that might include taking on a role. We like this one. <https://www.ilrc.org/family-preparedness-plan>
- Print copies of Know Your Rights and legal information
- Offer my time and resources to gathering all the relevant material into one packet
- Use my home printer or copier for anything my employee needs
- Be a contact for other people my employee works for
- Provide extra paid time off and/or advance pay
- Help with language interpretation
- Find and go to a notary as needed
- Pay any fees related to paperwork or filings
- Other \_\_\_\_\_

### What should I have in my home?

- 4th and 5th Amendment Rights Cards
- Know Your Rights information
- Your employee's family plan
- Window/yard signs

Find these resources at <https://mysanctuaryhome.us/resources/>



<b>YOUR HOME</b>	<b>YOUR STREET, NEIGHBORHOOD AND NETWORK</b>	<b>THE WIDER COMMUNITY</b>
Download and hang the #SanctuaryHomes sign	Organize Kitchen Table Conversations about #SanctuaryHomes	Build upon real relationships to connect to local organizing efforts
Educate yourself - learn about 4th and 5th amendment rights, read about expanded sanctuary movement	Invite neighbors to talk about Sanctuary Homes - encourage them to do what you're doing in your own home	Is there a local Sanctuary church or immigrant rights group in your area? Ask them what they need. Check out what religious congregations are doing that you can plug into
Employers - have the conversation with your employee	Go door to door handing out signs and legal information	Join marches, protests, call your elected officials – and do it with others i.e. host phone banks and letter writing parties.
Prepare an emergency plan with your employee	Be of service: Create a taxi fund or rideshare program for domestic workers or other workers in your network going home at night	Organize a family friendly contingent for a march/rally and invite others in the community to join
Be a fair employer and sign the Fair Care Pledge <a href="http://faircarepledge.com">faircarepledge.com</a>	Organize friends and neighbors to attend trainings together on rapid response, community defense, and bystander in	Want to be connected but don't know how? email <a href="mailto:sanctuary@domesticemployers.org">sanctuary@domesticemployers.org</a>
<i>What else can you do? Fill out more here</i>	<i>What else can you do? Fill out more here</i>	<i>What else can you do? Fill out more here</i>
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